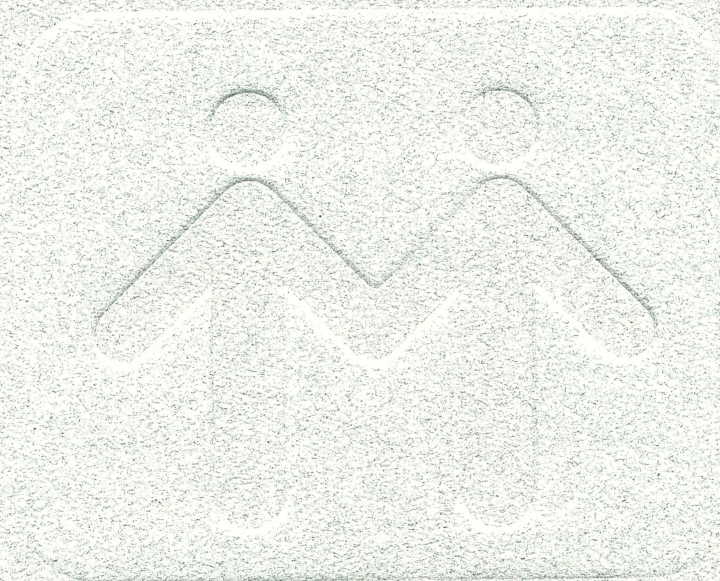


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MISSOURI OF WORK

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# *Annual Report* *1989*

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*Missouri Job Training Partnership*

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## Job Training Partnership Act (JTPA)

*The expressed purpose of the Job Training Partnership Act (JTPA) of 1982 is to "Establish programs to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals facing serious barriers to employment who are in special need of such training to obtain productive employment."*



## Annual Report to the Governor

### Program Year 1989

## Missouri Job Training Coordinating Council

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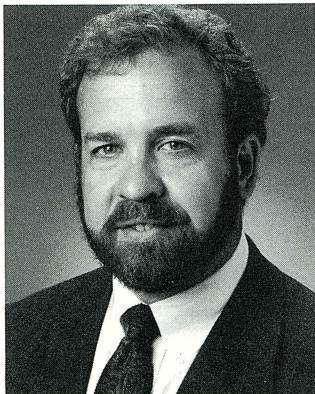
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### Abbreviations

JTPA	Job Training Partnership Act
MJTCC	Missouri Job Training Coordinating Council
OJT	On the Job Training
PIC	Private Industry Council
PY	Program Year
SDA	Service Delivery Area



# LETTER TO GOVERNOR FROM MJTCC CHAIR



The Honorable John D. Ashcroft  
Governor, State of Missouri  
The Executive Office  
State Capitol  
Jefferson City, Missouri 65101

Dear Governor Ashcroft:

The Missouri Job Training Coordinating Council (MJTCC) is pleased to present this report to you on the performance of Job Training Partnership Act (JTPA) programs in Missouri. This report is for the period July 1, 1989 through June 30, 1990.

This report mirrors Missouri at work because of the closely linked job training efforts of state and local agencies, Private Industry Councils (PICs), labor groups and private industry. The U.S. Department of Labor's assessment of the first five (5) years of JTPA experience, "Working Capital: JTPA Investment for the '90's", was published during this period. It further validated the direction you and the MJTCC have been emphasizing for Missouri's employment and training system over the past few years. It also suggested the skills necessary for emerging employment opportunities.

There still remain enormous challenges and opportunities to prepare Missouri's current and future work force for the future.

During the past year, the first year of the Economic Dislocation and Worker Adjustment Assistance Act's (EDWAA's) implementation has occupied much of the Council's time. Other accomplishments included major procedure and policy input in planning for the implementation of the Job Opportunities and Basic Skills (JOBS) Act and support in the Missouri General Assembly's enactment of the establishment of a Missouri Youth Service and Conservation Corps. Additionally, we celebrated the first National JTPA Alumni Week honoring special JTPA participants for their achievements.

On behalf of the Council, it is gratifying to assume a significant role in working with you and the "Missouri At Work" job training system. Together we can continue to contribute to the viability of Missouri's economic future.

Sincerely,

Terrence R. Ward  
Chair  
Missouri Job Training Coordinating Council



## JTPA Alumni Award Winners

The first National JTPA Alumni Week was celebrated from August 27 through September 3 to honor special alumni of the Missouri job training system for their achievements in PY'89. Each SDA recognized several of their successful alumni and honored their achievements. At the Annual Governor's Employment and Training Conference, 15 special alumnus, one from each SDA in Missouri, were honored. These award winners overcame adversity and are now contributing their skills to Missouri's economy and quality of life.

- Stacey Stelle, mother of a two-year-old, wanted more than food stamps and a fast food service job. Through determination, she completed an office specialist training program at Platte College and has been placed in on-the-job training at a private company.

- With the completion of a JTPA skill training program in office systems technology, Mrs. Doris Akers, a homemaker for 30 years, found successful employment as a secretary. She epitomizes what can be achieved with a willingness to learn, a desire to work and the assistance of JTPA.
- Penny Campbell's positive attitude has enabled her to obtain her GED, complete telemarketing training and obtain employment in the communication's field. Her professionalism and job performance has enabled her to earn a good salary and leave welfare.

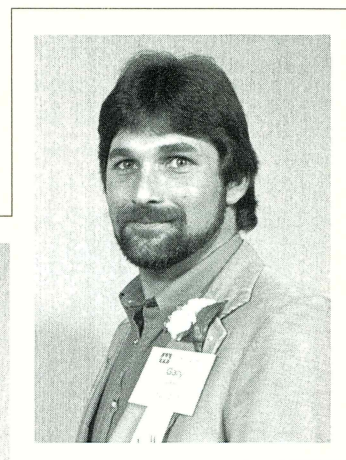
- In spite of a daily 125 mile round trip, Billy Gay White simultaneously completed GED and college level health care classes. She is now working as a respiratory therapist and is well on her way to fulfilling her dream of a health care career.
- Kennetha Jackson's desire to set a positive example for her children and not raise them on welfare and housing assistance motivated her into skill training in office technologies. Moving up the promotional ladder in her clerical position has allowed her to reach her goal of self-sufficiency. She has recently enrolled in computer programming courses at a local college to ensure that her dreams continue to come true.





# JTPA IN MISSOURI

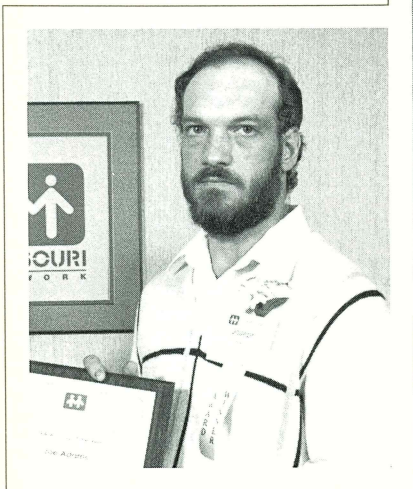
- After being raised on welfare and becoming a single parent of two, Charlean Becken Clemons decided she wanted more for herself and her children. Upon completing work-based training with a minority-owned construction firm, Charlean continues to be described as the "backbone of the company". The firm's owner reports her own background is not dissimilar to Charlean's and the company's investment "has paid off".
- When Teresa Simpson enrolled in a skilled training program, she was unemployed, receiving AFDC and raising two children alone. With a background in accounting, Teresa was able to be placed in an OJT program at a local accounting and tax service and continued after training as an office manager. Having recently opened her own accounting/bookkeeping service, it appears Teresa is going to have a profitable and successful business.
- After ten years of low paying jobs and assistance from welfare, single mother of two, Anita Walton, became a receptionist/secretary through a work experience program. Her exceptional aptitude in computer skills lead to a permanent position as a clerk typist. Not content with these achievements, Anita has completed 30 college hours and hopes to continue her education and career advancement.
- Single parent Rita Kimbel is now supporting her two sons through her own full-time employment. After only five months of business and office courses through a JTPA-funded skilled training program at the local AVTS, she obtained employment at a local legal aid office. Her high hopes and self-motivation paid off in pursuing her goals.
- High school dropout Gary Wade's income from odd jobs and night shift factory work was not sufficient to support his family. Upon graduation from a JTPA-funded skill training program in refrigeration, he was hired as an air conditioning repairer for a local electronics company. This experience was so positive, Gary has recently started his own repair service. The Wade family has made great strides in becoming self-sufficient members of the community.





# JTPA IN MISSOURI

- After illness, surgery and a six-month recovery period for a brain tumor, Joe Adams gave up his successful contracting business in St. Louis and moved to a small Southeast Missouri community to recuperate under the care of his wife and three children. Unable to get a job, Joe learned welding through a JTPA OJT program. Joe's persistence in the face of adversity has been a motivation for many.
- Abandoned by her husband of 19 years, Joyce Gay lost her home and had no way to provide for her daughter. Joyce had never worked outside of the home. Through her own perseverance she received training as a dental assistant and is now self-sufficient.
- Eighteen year old Sandra McCain knew that, as one of four children in a single parent household, achieving her goal of working with computers meant completion of her education. For three years she worked through a JTPA in-school program while maintaining high grades. Since high school graduation, she is currently majoring in computer science in college and works as a part-time clerk.
- Paul Meyer, a special needs student, successfully completed an OJT as a feeder/packer and has remained with that company. He is currently in a more responsible position as a packaging systems operator and received a salary increase.
- Single parent of three, Renee Barton finished a one-year business course in data entry in 18 weeks at the top of her class. She became the secretary/receptionist at a local appliance store and shortly thereafter was promoted to accounts receivable. As she told her graduating class, "You can do whatever you want, if you'll just keep going." ↑↑





# OVERVIEW OF JTPA IN MISSOURI

## *The Legislation*

The Job Training Partnership Act (JTPA) of 1982 authorizes programs which prepare youth and unskilled adults for productive employment. It provides training to people with limited income or facing serious barriers to employment to obtain jobs. The Act also provides for employment and training services for permanently laid-off and older workers.

### **Title I**

Title I provides authority and procedures for establishing advisory, policy making, and administrative entities required to carry out the provisions of the legislation.

### **Title II**

Title II provides for the distribution of funds, authorized training activities for eligible youth and adults, and outlines uses of some state-administered funds.

### **Title III**

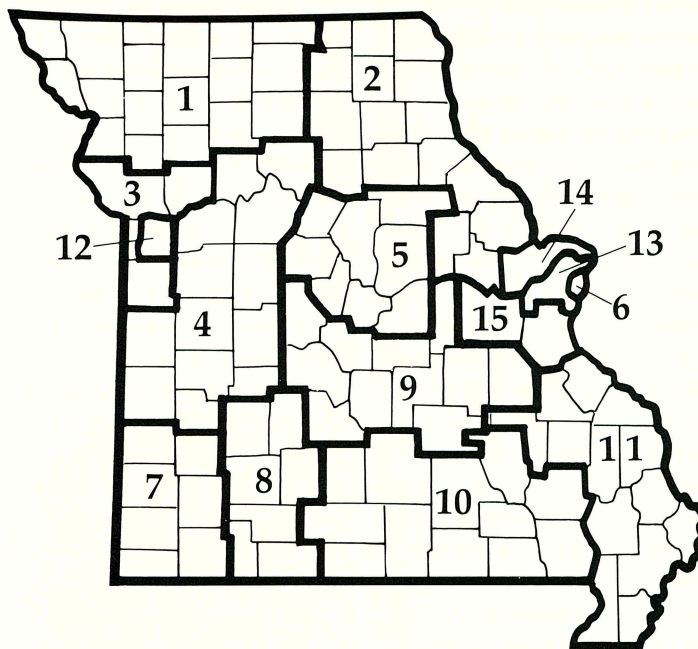
Title III provides guidelines for the state-administered Worker Reentry Program.

### **Title IV**

Title IV provides guidelines for JTPA programs administered on the federal level.

### **Title V**

Title V established employment- and training-related revisions to the Social Security Act and the Wagner-Peyser Act.



## *Counties Within Service Delivery Areas:*

SDA 1	Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan, Worth
SDA 2	Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby, Warren
SDA 3	Cass, Clay, Kansas City, Platte, Ray
SDA 4	Bates, Benton, Carroll, Cedar, Chariton, Henry, Hickory, Johnson, Lafayette, Pettis, St. Clair, Saline, Vernon
SDA 5	Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Osage
SDA 6	St. Louis City
SDA 7	Barry, Barton, Dade, Jasper, Lawrence, McDonald, Newton
SDA 8	Christian, Dallas, Greene, Polk, Stone, Taney, Webster
SDA 9	Camden, Crawford, Dent, Gasconade, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, Washington
SDA 10	Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, Wright
SDA 11	Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Ste. Genevieve, St. Francois, Scott, Stoddard
SDA 12	Jackson
SDA 13	St. Louis
SDA 14	St. Charles
SDA 15	Franklin, Jefferson



# OVERVIEW OF JTPA IN MISSOURI


## *How JTPA Is Administered*

The Act continues the federal government's commitment to provide assistance to targeted populations. It also increases State responsibility for the general administration of the programs, which are locally implemented.

**The Missouri Job Training Coordinating Council** meets approximately four times each year to discuss and review job training, program coordination, service delivery, performance standards and other employment and training issues.

The Council provides the Governor with policy advice to enhance the job development and training system. The Council has significant representation from the private sector, including its Chair.

**The Division of Job Development and Training** administers JTPA and State funds to: 1) provide training for economically disadvantaged youth and adults; 2) establish worker reentry training designed to meet the needs of Missouri employees and employers in a technologically changing economy; 3) help train and find jobs for older workers; 4) provide customized training to meet needs of new and expanding employers; and 5) provide specialized training to potential school dropouts.

**The Service Delivery Areas** are 15 geographically defined areas in Missouri where JTPA services are available. Representatives of the private and public sectors serve on each Private Industry Council. The PICs are responsible for identifying the training needs and designing programs to meet those needs in the Service Delivery Areas. 

## *Missouri JTPA Administration*

Private Industry SDA Council Chair	Chief Elected Official	Administrative Entity	Administrator
1 Darold Hughes	Honorable Roy Simpson	Area Job Training Partnership Administration	Larry Markway
2 Charles Canady	Honorable Dennis McCutchan	Mark Twain Regional Council of Governments	Burley Bertram
3 Tom Sprott	Honorable Richard Berkley	Full Employment Council, Inc.	Clyde McQueen
4 Mabel Gist	Honorable Larry Peters	Western Missouri PIC, Inc.	Dr. Judy Kuhlman
5 Mark Haviland	Honorable J. W. Toalson	Private Industry Council for SDA 5, Inc.	Jim Marcantonio
6 Donnell Reid	Honorable Vincent Schoemehl, Jr.	St. Louis Agency for Training & Employment	Vanetta Rogers
7 Bill Gipson	Honorable Jack Hensley	SDA 7 Private Industry Council, Inc.	Marvin Parks
8 W.K. Lewis	Honorable H.C. Compton	Job Council of the Ozarks	Chet Dixon
9 Art Brigham	Honorable Wilford Kallmeyer	Central Ozarks Private Industry Council	James Norton
10 Garland Barton	Honorable Don Holman	Ozark Action, Inc.	Pat Planer
11 Ronn Unterreiner	Honorable Gene E. Huckstep	Southeast Missouri PIC	Mary McBride
12 Paul Consiglio	Honorable Bill Carpenter	Full Employment Council, Inc.	Clyde McQueen
13 Joseph Cavato	Honorable Buzz Westfall	Department of Human Resources	Wayne Flesch
14 Patricia Schacher	Honorable Eugene Schwendemann	Office of Employment and Training Programs	Marvin Freeman
15 John Rhodes	Honorable Tom Fierner	Jefferson-Franklin Counties, Inc.	Ronald Ravenscraft
	Honorable Elizabeth Faulkenberry		



# JTPA FUNDING IN MISSOURI

## *Resources Available, Program Year 1989*

### **Title II — Training Services for the Disadvantaged**

1. SDA Adult and Youth Programs	\$45,267,341
a. Regular Adult/Youth (78% of Title II-A)	\$28,831,531
b. Summer Youth (100% of Title II-B)	\$16,435,810
2. State-Administered Funds (22% of Title II-A)	\$10,571,027
a. Experienced Worker Program (3%)	\$ 1,118,794
b. Education Coordination (8%)	\$ 4,337,764
c. Program Administration (5%)	\$ 1,743,668
d. Incentive/Technical Assistance (6%)	\$ 3,370,801
i. Incentive	\$1,877,859
ii. Technical Assistance	\$1,492,942

### **Title III — Worker Reentry Programs**

1. Title III-F - State Worker Reentry Programs	\$ 711,430
2. Title III-D - ARMCO, Inc.	\$ 199,910
3. Title III-D - Secretary Discretionary	\$ 179,479
4. Title III-F - Economic Dislocation and Worker Adjustment Assistance	\$ 4,606,337
5. Title III-D - Special Initiative for Economic Dislocation and Worker Adjustment Assistance	\$ 781,841

<b>Title IV-C — Veterans</b>	\$ 201,741
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<b>Title IV-F — National Commission for Employment Policy</b>	\$ 4,000
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<b>Total Federal Allocation for Program Year 1989</b>	\$62,523,106
including Carry-In (for the period July 1, 1989 through June 30, 1990 with the exception of Summer Youth Program which is October 1, 1988 through September 30, 1989)	

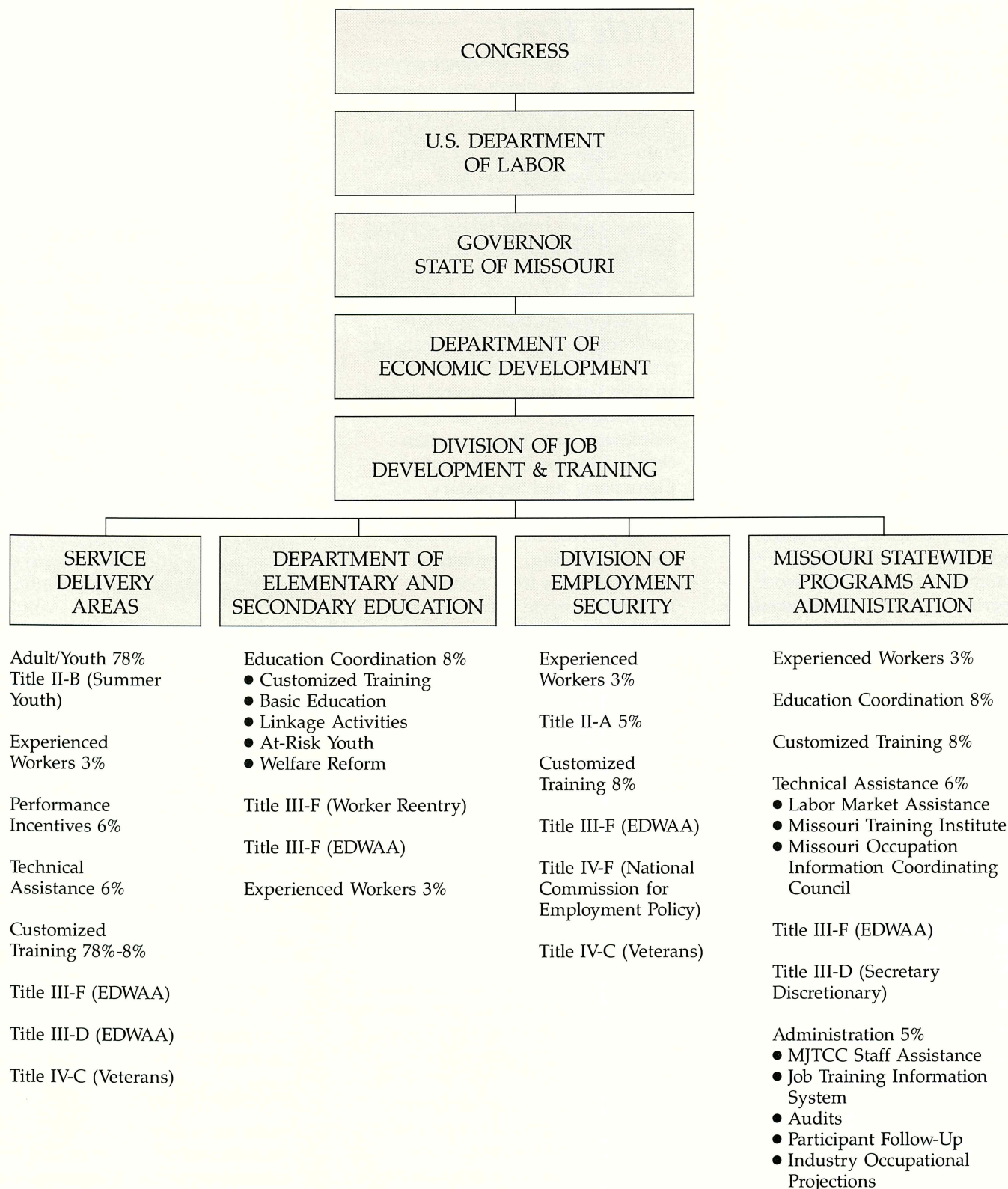
## *Program Allocation by SDA*

SDA	Title II-A (78%)	Title II-A (6%)	Title II-B	Total
1	\$ 1,410,633	\$ 124,701	\$ 802,302	\$ 2,337,636
2	1,477,331	32,649	789,428	2,299,408
3	3,632,643	356,349	2,304,368	6,293,360
4	1,473,063	77,692	1,039,096	2,589,851
5	1,088,321	217,303	491,205	1,796,829
6	4,404,028	258,325	2,692,345	7,354,698
7	1,028,506	76,364	639,146	1,744,016
8	1,793,315	190,265	980,534	2,964,114
9	1,757,351	27,040	1,046,371	2,830,762
10	1,812,501	120,711	919,218	2,852,430
11	2,744,283	67,021	1,481,534	4,292,838
12	566,106	96,470	403,521	1,066,097
13	3,226,332	94,117	1,656,991	4,977,440
14	691,232	46,432	361,021	1,098,685
15	1,725,886	92,420	828,730	2,647,036
<b>Total</b>	<b>\$28,831,531</b>	<b>\$1,877,859</b>	<b>\$16,435,810</b>	<b>\$47,145,200</b>



# JTPA FUNDING IN MISSOURI

## *JTPA Funding Flow PY'89*





# JTPA PROGRAMS IN MISSOURI

## *Adult and Youth Training Program (Title II-A)*

JTPA authorizes training activities designed to alleviate the specific employment problems of economically disadvantaged adults and youth served through both State and locally administered programs. The Division works with and allocates funds to 15 local SDAs which are the primary delivery units for local programs. A PIC and the Chief Elected Officials within each SDA then determine the types of programs to be offered and are responsible for day-to-day operations. The types of programs may include, but are not limited to: on-the-job training, classroom occupational skill training, job search assistance, upgrading and retraining, customized training and work experience. The Division monitors, evaluates and provides technical assistance to the SDAs.

During PY'89, the JTPA program in Missouri served 16,950 participants in Title II-A; 13,615 completed the program, 8,953 of which were placed into unsubsidized employment.



## *Customized Training Program (Title II-A)*

The Customized Training Program provides assistance to train eligible persons for newly created jobs with new and expanding employers. This program also helps retain existing Missouri jobs through retraining of employed workers made necessary by new capital investments.

Customized training can be classroom or on-the-job. It can be provided by a private institution, an area vocational/technical school, junior college, college or an employer's own trainers when certified by the Department of Elementary and Secondary Education (DESE).

To provide flexible, employer-specific training, customized training draws from several funding sources: JTPA Title II-A (8%), JTPA Title II-A funds available from each of the State's 15 PICs, the Missouri Job Development Fund (MJDF), and General Revenue funds available through DESE. These combined resources made \$10,250,000 available during PY'89 to fund eligible customized training activities.

### **In Program Year 1989**

- The Division served 188 eligible participants via JTPA Title II-A (8%) funds. Those who entered employment received an average hourly wage of \$4.73.
- Through the MJDF, the Division provided training funds for 7,018 Missourians for newly created jobs, and 5,357 Missourians so they could retain their current employment.



- The Division funded 110 Customized Training projects with Missouri employers. JTPA Title II-A (8%) funds were used exclusively for four of these projects, MJDF funds were used exclusively for 104 of these projects while two projects used a combination of JTPA Title II-A (8%) and MJDF funds.
- Twenty-five thousand eight hundred and nine participants were served by DESE in classroom skill training for 109 employers using funds earmarked for Customized Training.
- The Division and DESE jointly funded 30 projects to train 11,013 participants.
- Customized training provided assistance to a variety of industries, including pharmaceutical manufacturers, metal fabricators, transportation, printers and publishers, plastic molders and food processors.
- The Division and the Department of Economic Development (DED) assisted 25 companies to locate or expand, in Missouri, creating 4,377 new jobs.



# JTPA PROGRAMS IN MISSOURI

## Experienced Worker Program (Title II-A 3%)

The Missouri Experienced Worker Program (EWP) provides training and job placement assistance to individuals age 55 and over who are economically disadvantaged. Participants are often retired or semi-retired and seeking to supplement their income through full or part-time employment.

A major emphasis is the removal of employment barriers which often prevent older individuals from finding jobs. The program assists the participant to overcome specific barriers. Statewide, available services include job search assistance, part-time or full-time OJT, and referral to vocational training to acquire additional skills or refine existing skills.

The program is closely coordinated with services provided through the Missouri Division of Aging (DOA) and the Title V Senior Community Service Employment Program. The Division is a member of the Missouri Senior Employment Coordination Committee of the Governor's Advisory Council on Aging.

During PY'89, the program enrolled 977 experienced workers. Of those who completed, 74% entered unsubsidized employment at an average wage of \$4.93. This average wage represents a 7% increase over PY'88.

## Centers for At-Risk Youth (Title II-A)

The Division, through a contract with DESE, funded 24 Centers for At-Risk Youth projects in 13 SDAs for services to in-school youth who were at risk of dropping out of school and to dropouts. The grants provided remedial and basic education, GED preparation, skill training, and job placement through the joint efforts of the local JTPA service delivery systems, local AVTS/school and other community agencies.



## Program Year 1989 Centers for At-Risk Youth

Project Name/Cost	SDA	Number Served
Graff AVTS	8	77
Total: \$133,303		
JTPA: 29,201		
Cass County AVTS	3/4/12	38
Total: \$101,166		
JTPA: 30,000		
Lead Belt AVTS	9/11	104
Total: \$151,529		
JTPA: 48,020		
Boonville AVTS	5	21
Total: \$ 20,917		
JTPA: 9,058		
Charleston AVTS	11	19
Total: \$ 26,125		
JTPA: 12,675		
Washington AVTS	2/15	42
Total: \$153,889		
JTPA: 33,140		
Hannibal AVTS	2	130
Total: \$151,748		
JTPA: 58,520		
Cape AVTS	11	61
Total: \$134,873		
JTPA: 33,663		
Lake Area AVTS	9	76
Total: \$148,484		
JTPA: 54,760		





# JTPA PROGRAMS IN MISSOURI

## Program Year 1989 Centers for At-Risk Youth, cont.

Project Name/Cost	SDA	Number Served
North Central AVTS	1	10
Total: \$ 72,790		
JTPA: 15,000		
Tri-County AVTS	9	195
Total: \$169,643		
JTPA: 70,596		
Rolla AVTS	9	57
Total: \$131,328		
JTPA: 55,400		
Franklin AVTS	7	75
Total: \$209,000		
JTPA: 33,000		
State Fair CC	4	27
Total: \$137,803		
JTPA: 60,689		
Kansas City Schools	3	9
Total: \$ 80,537		
JTPA: 28,344		
Saline County AVTS	4	31
Total: \$ 78,740		
JTPA: 24,079		
Poplar Bluff AVTS	10	42
Total: \$100,112		
JTPA: 32,423		
Nevada AVTS	4	21
Total: \$131,284		
JTPA: 48,403		
Fort Osage AVTS	12	35
Total: \$104,632		
JTPA: 19,396		
Lewis/Clark AVTS	14	220
Total: \$292,641		
JTPA: 122,323		
Crowder College	7	38
Total: \$ 80,432		
JTPA: 33,057		
Chillicothe AVTS	1/4	4
Total: \$ 27,735		
JTPA: 4,384		
Nichols	5	47
Total: \$194,302		
JTPA: 25,868		
Sikeston AVTS	11	11
Total: \$ 46,720		
JTPA: 13,112		

## Summer Youth Program (Title II-B)

The program offered to economically disadvantaged youth during the summer consists predominately of opportunities to gain work experience. There was, however, a stronger emphasis on remedial and basic education in the summer of 1989. Ten thousand, four hundred and fifty-two (10,452) youth were served. The majority participated in some type of work experience but 1,570 also participated in a remedial and basic education component. Ninety-one percent of the youth successfully completed the summer program.

## Rapid Response and Worker Reentry Program (Title III)

Rapid Response and Worker Reentry Programs serve workers who are laid off because of business closures or cutbacks and are not likely to return to their previous industry or occupation. Rapid Response services include immediate contact with a company about to lay off workers to schedule meetings with the company and its affected workers. At these meetings, State and local staff disseminate information regarding programs and services designed to lessen the impact of a layoff and help return the affected workers to productive employment. Other agencies which assist JDT staff in Rapid Response may include DED, the Division of Employment Security, University of Missouri Extension, and local Worker Reentry Program Operators.

Services include assessment and testing, job search assistance or job clubs, counseling and other supportive services, and classroom occupational and on-the-job training.

## In Program Year 1989

- The Division of Job Development Training, through its 15 substate grantees, enrolled more than 4,000 laid-off workers.
- \$4,200,645 of the available State Title III formula funds were used to help laid-off workers reenter the work force.
- Sixty-three percent of laid-off workers completing the program secured employment at an average hourly wage of \$7.44.
- \$194,256 in additional Title III National Reserve funds were expended to serve 211 steelworkers laid off at Armco, Inc. in Kansas City.
- Approximately \$1,320,000 in EDWAA 40% funds were used to enroll 1,017 laid-off workers in vocational training and education classes.
- Rapid Response was provided to 99 companies that laid off approximately 18,600 employees due to closures or permanent mass layoffs.



# JTPA PROGRAMS IN MISSOURI

## *Title IV-C Eligible Served*

Disabled	25	15	27
Vietnam-Theater	58	104	94
Vietnam-Era	90	557	410
Recently Separated	49	50	332
Other veterans	0	453	818
	222	1,179	1,681

## *Missouri Veterans Program*

The Veterans Program began in PY'87. It allows the State to focus on veterans as a special need group for job training and placement activities. Eligible veterans are: 1) service-connected disabled veterans; 2) Vietnam-era and theater veterans; 3) recently separated veterans; and 4) veterans referred by Title IV-C coordinators.

There were 3,082 veterans served in PY'89.

## *Missouri Training Institute*

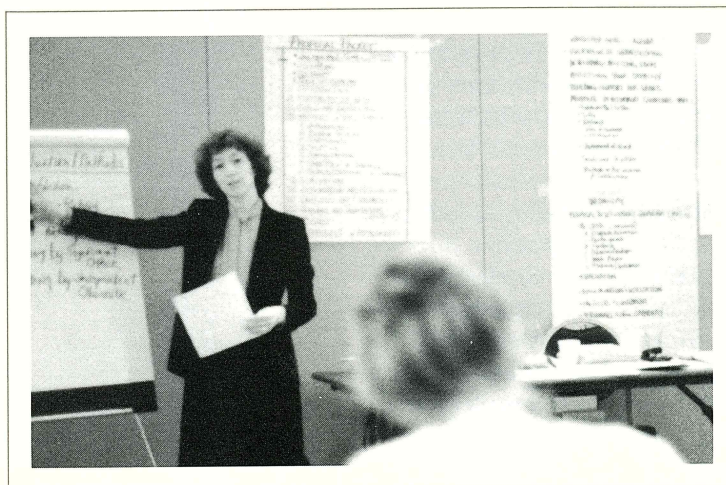
### **Job Training Professional Development**

The Missouri Training Institute (MTI) is JTPA-funded through a contract with the Missouri Division of Job Development and Training. A part of the University of Missouri-Columbia College of Business and Public Administration and the University Extension Division, MTI provides training and development for job training professionals.

An annual needs assessment of the Missouri Job Training System is conducted by MTI to ensure that professional development activities reflect the needs of job training professionals. The four major services provided by MTI are:

- Professional Development Training: Over 1,900 participants attended training in job development, counseling, case management, supervision, JTPA administration and marketing. Videotape training packages have also been produced in the areas of counseling and employability skills. Training is offered statewide or can be tailored to an SDA's specific needs. In PY'89, MTI coordinated the first annual "Heartland Conference", a U.S. Department of Labor Region VII employment and training conference for over 400 participants.

- Staff Development Resource Center services include: Speakers and materials on JTPA topics; InfoShare sessions to help members of the system share and learn from each other; Resource Library loans of videos, books, and other material on job and staff development issues; and a "Directory of the Missouri Job Training System" of information about people and organizations involved in job training.
- Orientation Training: A video and guide entitled "Missouri At Work" is available to all staff and volunteers in the Missouri Job Training System along with staff assistance for designing and conducting orientation sessions.
- Annual Governor's Employment and Training Conference: MTI coordinates the Annual Employment and Training Conference sponsored by the Governor and the MJTCC. In PY'89, over 800 PIC members, staff and other individuals involved in job training attended the conference. More than 70 speakers conducted 30 workshops on policy, management, administrative and programmatic issues.





# SDA HIGHLIGHTS

## *Outdoor Challenge Course - A New Component*

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One new innovation in alternative education is SDA 8's Outdoor Challenge Program, which uses a learn-by-doing methodology to teach social skills, self-appreciation and communication.

The initial Outdoor Challenge Program Pilot Project began with 18 Summer Youth Employment Program participants. Specific learning goals for the intensive three-day, 20 hour experience are: 1) increase self-confidence and decision making skills; 2) increase teamwork; 3) enhance agility and physical coordination; and 4) increase familiarity with the outdoor environment.

Based on the evaluation of the pilot program, the Outdoor Challenge Course has been incorporated into all SDA 8 Youth Services.

## *Targeted On-the-Job Training*

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The SDA 1 Private Industry Council has targeted training for individuals with multiple barriers to employment, through Targeted OJT. The Targeted OJT program is designed for adults with one or more serious barriers which limits capacity for employment. The employment barriers are: 1) displaced homemaker; 2) school dropout; 3) handicapped; 4) criminal offender; 5) alcohol or drug addiction. Participants complete pre-employment skills training before being placed on the job with various area employers who pay the prevailing wage.

## *Child Care Course Piloted*

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A child care management course was piloted by several key SDA 2 organizations in anticipation of increased demand for credentialed day care personnel and licensed service providers in the SDA. The Douglass Community Center (Head Start Operator), Hannibal Area Vocational School, and the Mark Twain Regional Council of Governments (JTPA Administrative Entity and operator) established the 125 hour child care management course and initially enrolled six participants. Upon completion of the course, a participant is eligible for a Child Development Associate (CDA) credentialing. The focus of the program is to train competent day care personnel by linking job skills training and placement.

Successful graduates have several options: 1) placement with Head Start or other day care provider; 2) eligibility to earn up to 12 Early Childhood College Credits; or 3) self-employment as a licensed day care provider. Of the initial six enrollees, five successfully completed the course.



Currently, expansion by the child care management credentialing course and implementation of the model in other SDA 2 communities are being discussed.

## *Youth Enrichment Programs*

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The Western Missouri Private Industry Council, Inc. (WMPIC), SDA 4, has a long history of providing year round comprehensive services for youth. Continuing that trend, the WMPIC initiated two new youth programs in PY'89. "Pathways" provided enhancement and development of job holding and survival skills for 402 youth. The WMPIC believes job holding and survival skills are necessary not only for youth but also for adults. Therefore, in PY'90 the program will be expanded to include adults.

"Lifewise" helped 40 youth with multiple barriers develop positive attitudes and job skills necessary for an effective transition to the job market. The WMPIC provides both job specific training and employability skills necessary to compete in today's job market.

Both programs provide an opportunity for participants to develop the necessary skills to expand their work force potential.



## *Mentor Program*

SDA 7's Mentor Program was designed to give economically disadvantaged youth a realistic view of day to day tasks performed in a specific profession.

For the last two years, 15 year old Dennis Day knew what he wanted to do for a living. Dennis wanted to be an emergency medical technician. One day, Dennis rode with the Joplin Emergency Medical Service. This gave him the "real world" experience of an emergency medical technician.

Even though it was a slow day, Dennis went on a call with the paramedics. He could not touch patients, but he still experienced the feeling of doing a worthwhile job. Dennis commented on the wide variety of equipment used and he has familiarized himself with its uses.

A total of 14 youth participated in the Mentor Program. All felt it provided more information about professions. SDA 7 hopes to expand this program.

## *A Real Team*

During the past few summers in SDA 6, the Jobs Partnership Office, University of Missouri-St. Louis and local businesses have helped several local students with the sometimes difficult transition from high school to the work world.

This program provides high school juniors and seniors with educational and vocational skills that help them after graduation. A summer job with a local St. Louis business is part of the experience.

Billy Mason exemplifies the success of the program. Billy is a senior at Parkway South High School and works as a mail room clerk part-time. He never thought he would have a job in an office, especially since a few years ago Billy was hanging out on the streets. Now he plans to attend college and become a police officer.

Mason and other students will continue in the program during their senior year. They will attend workshops to enhance life skills and pre-employment work maturity skills. The program has an average completion rate of 95%. Eighty-five percent (85%) enter college or the work force.

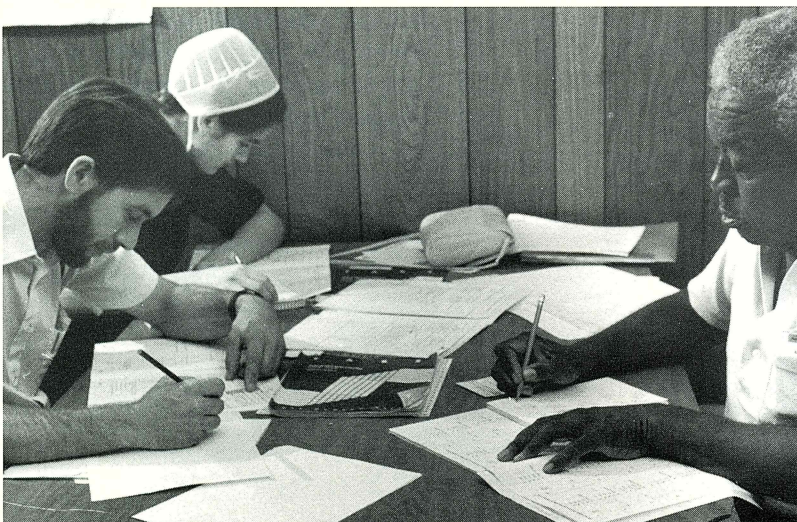
When government, business and educational institutions form a meaningful team to support youth, plans like Billy's can come true.

## *Worker Reentry Programs Creates Local Partnership*

After receiving the Worker Reentry Program Grant, St. Charles County Government Office of Employment and Training Programs (OETP), SDA 14 administrative entity, reviewed existing programs and services within the SDA to determine the best method of program operation. A separation of program functions into two operations with oversight by OETP seemed the most beneficial for the clients and community.

The overriding philosophy was to enable each agency to tap into its own areas of strength. Employment Security staff provided the eligibility assessment, placement and on-the-job training using their information system and job bank listings. Community College personnel provided skills assessment, counseling, educational referral, and job seeking skills training.

The unique partnership enabled the three agencies to coordinate services, manage limited resources and operate an extremely successful program.





## *Customized Training Boosts Economic Expansion*

In cooperation with JDT, and the local Employment Security Offices and the area vocational technical institutions, SDA 5's Private Industry Council has developed a highly successful unified effort to market and provide customized training services. This collaborative approach assists new or expanding employers with both classroom and on-the-job training opportunities for their employees.

Using both State and local funding, financial assistance is provided to promote economic growth and employment possibilities in the area. Local funding generated over \$100,000 in wage reimbursements which helped employ 122 economically disadvantaged individuals. State funded projects resulted in over one million dollars in training assistance for the employment and training of 863 by area employers.



## *Summer Program "Rocks"*

How do you get kids' attention?  
A free ROCK CONCERT!!!

Ozark Action, Inc. SDA 10 of West Plains, did just that to publicize and get its Summer Youth Program "jumpin'".

Several hundred youth attended the concert and learned about the Summer Program as well as other educational and career opportunities. Counselors for vocational and private colleges were on hand to discuss and help plan for careers. Local employers accepted applications.

A local, popular Rock group donated their time to get the Summer Program off to a great start. With the help of radio and newspaper coverage, more than twice the expected number of applications were received for the Summer Program.

## *A New Program Gives Welfare Recipients POWER*

In SDA 13, a new program aimed at moving people away from Aid to Families with Dependent Children (AFDC) and into the work force, began in late PY'89. The program, People Off Welfare Employed and Respected (POWER), was designed by St. Louis County's Department of Human Resources and is operated by the Office of Employment and Training - Jobs Partnership.

The goal of POWER is to educate, train and employ 100 county welfare recipients over the next 18 months. The participants are given the opportunity to develop their own career objectives to meet the program goal.

A six-step operating outline includes an open house orientation, personal career plan development, weekly support groups, and job placement and follow-up.

The first group included 13 welfare recipients. From that group, one is currently employed in data entry, two will soon complete training in business office technology, while another, enrolled in basic education, will begin training in building maintenance. The remainder are involved in their support group.

A new group begins each month. The enthusiastic response and success of the first group makes recruitment easy. News is spreading and welfare recipients are now looking for POWER. ↑↑



# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## *Performance Measurement in Missouri*

All performance standards established for JTPA by the Department of Labor (DOL) were exceeded in Missouri during PY'89.



### *Title II-A Performance vs. Standards*

Performance Measure	Performance Standard	Actual Performance
<b>ADULTS</b>		
Entered Employment Rate	68%	74%
Average Wage at Placement	\$4.82/hr.	\$5.16/hr.
Follow-Up Weekly Earnings	\$150	\$154
Follow-Up Weeks Worked	8.1	8.9
Follow-Up Welfare Entered Employment Rate	51%	54%
Follow-Up Entered Employment Rate	61%	66%
<b>YOUTH</b>		
Entered Employment Rate	46%	55%
Employability Enhancement Rate	27%	33%

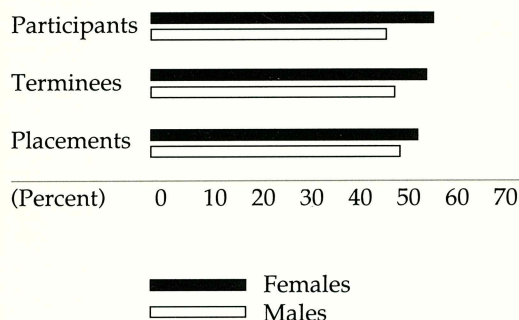
### *Title III Performance vs. Standards*

Performance Measure	Performance Standard	Actual Performance
Entered Employment Rate	68%	73%
Average Wage at Placement	\$6.95/hr.	\$7.43/hr.

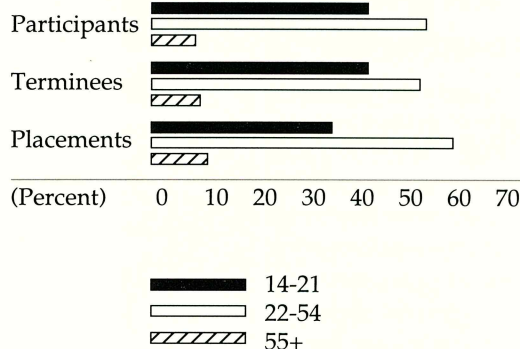


# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## Male/Female



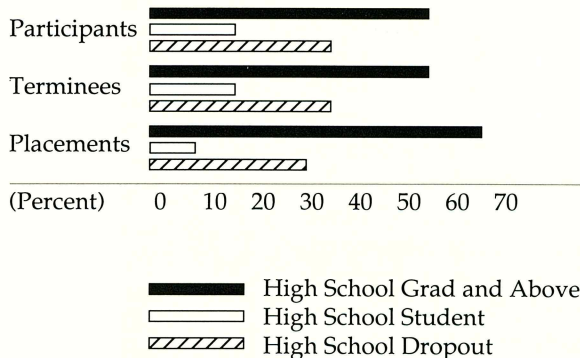
## Age



## Race/Ethnic



## Educational Status



## Characteristics of JTPA Participants

A typical Title II-A participant for PY'89 is white (70%), between the ages of 22 and 54 (53%) and has a high school education (54%). This documents a higher percentage of minorities being served than their incidence in the economically disadvantaged populations, since 83% of the eligible population is white. Fifty-five percent (55%) of the participants were female, which is

a slight increase over the previous program year. It is also significant to note that 33% of JTPA participants were classified as dropouts. The Missouri service level exceeds the national average for JTPA services to dropouts.

"Employment Status" (page 19) is defined at the time of application to JTPA. Statistics show 87% of the participants were either unemployed (74%) or not actively seeking employment (13%) at the time of enrollment into JTPA.

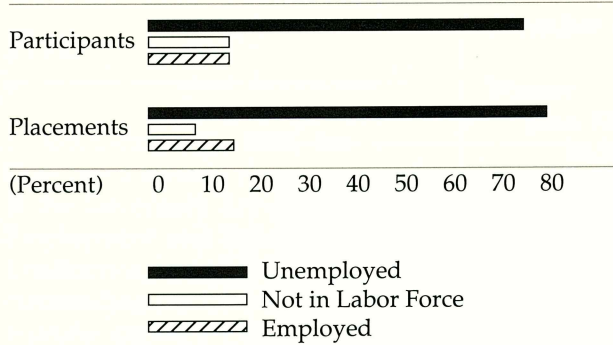
The placement statistics show 86% of all participants who found jobs were unemployed prior to JTPA.

The "Other" characteristics show the service level (participants) and placement statistics for some of the special target populations under JTPA, including Food Stamp recipients (32%), single parents (25%), AFDC recipients (21%), handicapped (7%), and offenders (5%).

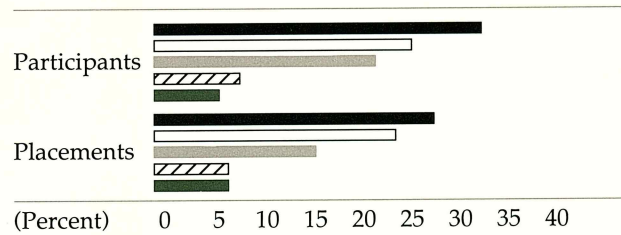


# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## Employment Status



## Other

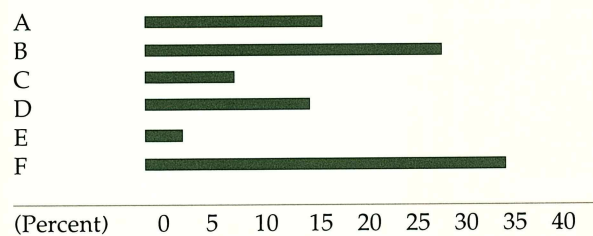


Note: Participants may fall into more than one category, resulting in percentages unequal to 100 percent.

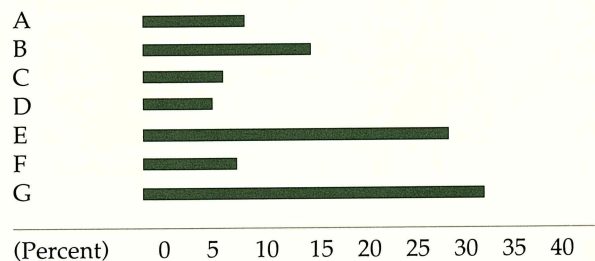
- Food Stamps
- Single Parent
- AFDC
- Handicapped
- Offenders

## Services Provided to JTPA Participants Program Year 1989

### Adults



### Youth



Service Provided	Number Served
A. Classroom-Occupational Training	2,421
B. On-the-Job Training	4,314
C. Other Educational Training	1,062
D. Job Search Activities	2,276
E. Work Experience	281
F. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	5,404

NOTE: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100%.

Service Provided	Number Served
A. Classroom-Occupational Training	1,065
B. On-the-Job Training	1,832
C. Other Educational Training	866
D. Job Search Activities	652
E. Work Experience	930
F. Exemplary Activities	3,729
F. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	4,401

NOTE: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100%.

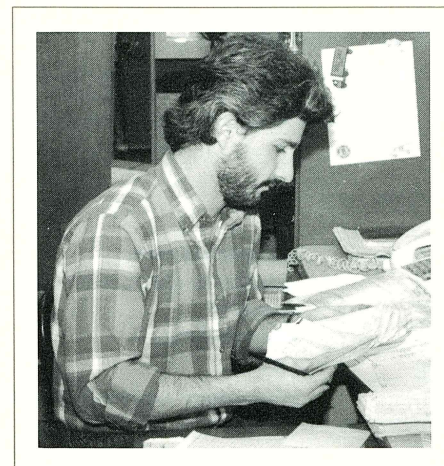


# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## *Results From The Telephone Survey*

Item	Total	Percent
Total Surveyed:	3,509	
Worked 13 Week:	2,433	69.3%
Did Not Work 13th Week:	1,076	30.7%
Quality of Service		
Excellent:	1,728	49.8%
Good:	1,344	38.8%
Fair:	258	7.4%
Quality of Training		
Excellent:	1,138	33.9%
Good:	1,425	42.5%
Fair:	464	13.8%
Current Status		
Employed Part-Time:	370	10.4%
Employed Full-Time:	2,253	63.5%

(Combined figures for Title III formula  
and Title II-A 78% and 6%)



## *Follow-Up*

The JTPA 13-week post-program follow-up has been in operation for four years. Operations are housed at JDT, while the data processing support is provided by the Department of Economic Development.

The telephone follow-up contacts are made on a random sample of former adult participants thirteen weeks after termination of their Title II-A or Title III funded JTPA program. The follow-up system is designed to provide information useful in evaluating the effectiveness of JTPA programs.

The system also asks the participant to evaluate the services and training received.

Follow-up continues to be one of the tools used to measure performance of the SDAs. Program Year 1989 performance standards for Title II-A adults included four follow-up measures. They are: weeks worked, weekly earnings, entered employment rate and entered employment rate for welfare recipients. Missouri reached a 79.6% follow-up response rate for PY'89. ↑↑



# GOVERNOR'S AWARDS

## *What the Awards Are*

On October 11, 1990, the Governor's awards were presented at the Governor's Annual Employment and Training Conference, recognizing outstanding performance in job training during PY'89.

### *Outstanding State-Funded Worker Re-Entry Program*

#### **Co-Winners**

Metropolitan Re-Employment  
Project, St. Louis  
Community College, SDA 13  
Jefferson College, Hillsboro;  
Division of Employment  
Security, Arnold and  
Washington, SDA 15

#### **Accomplishments**

The Metropolitan Re-Employment Project, operated by St. Louis Community College in SDA 13, assisted more than 10,000 former employees from more than 70 companies, including American Express and McDonnell Douglas to reenter the work force.

In SDA 15, Jefferson College and the Division of Employment Security Offices in Washington and Arnold counties served more than 345 workers; 84% of whom entered employment.

### *Private Industry Council Member of the Year*

#### **Winner**

John Rhodes, Chair, Private  
Industry Council, SDA 15

#### **Accomplishments**

Since the inception of JTPA, John Rhodes has served as Chair for SDA 15's Private Industry Council. He has been a strong supporter of the JTPA program with the PIC, as well as with the business community. An active participant in civic organizations, Mr. Rhodes is effective in informing the community about JTPA and its positive aspects. Under Mr. Rhodes' guidance, SDA 15 has exceeded its performance standards for six consecutive years.

### *Outstanding Achievements in Service to Welfare Recipients*

#### **Winner**

Full Employment Council, Inc.,  
SDA 12

#### **Accomplishments**

SDA 12 achieved impressive results in its efforts to serve AFDC recipients. Their performance standard was surpassed by a remarkable 340%.

### *Outstanding Achievements in Service to High School Dropouts*

#### **Winner**

Private Industry Council, Inc.,  
SDA 5

#### **Accomplishments**

SDA 5 has established itself consistently as an outstanding service provider to high school dropouts. In PY'89, 33% of the total number served in SDA 5 were school dropouts, exceeding basic service requirements by 127%.





# GOVERNOR'S AWARDS



## *Outstanding Skill Training Program*

### **Winner**

East Central College, Union;  
Jefferson College, Hillsboro;  
Four Rivers Area Vo-Tech  
School, Washington; SDA 15

### **Accomplishments**

Through the efforts of the Office of Manpower Programs in Jefferson-Franklin Counties, Jefferson College, East Central College and Four Rivers Area Vo-Tech School have made outstanding contributions to the Skill Training Program since 1983. The unique system known as "central intake" coordinates these training institutions with Employment Security and the SDA in a joint effort to provide a "one-stop" service to applicants and participants.

## *Outstanding On-the-Job Training Service Provider*

### **Winner**

Ozark Action, Inc., SDA 10

### **Accomplishments**

One hundred thirty-eight employers worked with the OJT Program in the primarily rural SDA 10. The agency achieved an 88% entered employment rate in an area with high unemployment and school dropout rates.

## *Outstanding Exemplary Youth Program Service Provider*

### **Co-Winners**

Missouri Ozarks Community Action Inc., Richland for Lake Ozark Children's Home, Eldon, SDA 9  
Southeast Missouri Private Industry Council; Robert Ruble, East Missouri Action Agency; Dean Smithmeier, Lead Belt Area Vo-Tech; SDA 11

### **Accomplishments**

The Lake Ozark Children's Home uses JTPA to provide a chance for success in the work world for youth. The Youth Career Development Program has successfully combined youth competencies in a progressive manner to provide career development for this at-risk population.

In SDA 11, the cooperative efforts of Robert Ruble of East Missouri Action Agency and Dean Smithmeier of Lead Belt Area Vo-Tech are exemplary. Several years ago, they collaborated on a combination GED-ABE/Work program funded by the PIC. The success of the program has allowed it to be funded every succeeding summer. When special program





# GOVERNOR'S AWARDS

funds became available through a combination of 8% funds and local Title II-A, the program model was replicated in four other counties of the SDA.

## *Outstanding Performance Achievements*

### **Winner**

Full Employment Council,  
SDA 12

### **Accomplishments**

Overall, SDA 12 exceeded its eight performance standards and attained the highest performance average statewide. During PY'89, SDA 12 topped minimum performance standards by 32%, earning the spot as the top performing service delivery area.

## *Outstanding Dedication and Service by Local Elected Official*

### **Co-Winners**

Mayor Richard L. Berkley,  
Kansas City, SDA 3  
Presiding Commissioner Don  
Holman, Howell County,  
SDA 10



### **Accomplishments**

Mayor Berkley has led the way for public and private partnerships for the last four years. The City of Kansas City has provided approximately \$400,000 in grants, equipment and work activities to assist the JTPA programs in SDA 3. With the aid of Mayor Berkley, the Full Employment Council has succeeded in providing participants with diverse benefits such as transportation and youth project opportunities.

Commissioner Holman has provided leadership to SDA 10 since the inception of JTPA. He has provided input in the development, administration and operation of services. Commissioner Holman's interest and dedication are evident by his attendance at all but three Council meetings during the past seven years.

## *Private Industry Council of the Year*

### **Winner**

Private Industry Council,  
SDA 5, Inc.

### **Accomplishments**

The role of the Private Industry Council is crucial to the success of job training programs in every local area. The Private Industry Council, Service Delivery Area 5, Inc. is comprised of membership who have demonstrated commitment in guiding the local job training system.

Each year the Private Industry Council has provided strong support to the SDA and the job training system. It has achieved its progressive goals, while maintaining a basic philosophy of serving the most in need of training among its population.



# GOVERNOR'S AWARDS



## *Governor's Special Award for an Advisory Group in Support of a Worker Reentry Program*

### **Winner**

Human Services Testing and  
Retraining Council, Inc.,  
Greater Kansas City Area

### **Accomplishments**

The Advisory Board of Human Services Testing and Retraining Council, Inc. (HSTR) has served as an advocate in the Kansas City area for laid-off workers since 1982. They also serve in a fundraising capacity to Project Refocus. Under HSTR's leadership, UMKC's Project Refocus has captured State and national attention, gaining numerous awards. Annually, Project Refocus serves more than 1,000 dislocated workers.

## *Governor's Special Award for Outstanding Contributions to High School Dropouts and Teenage Mothers*

### **Winner**

Job Council of the Ozarks,  
SDA 8

### **Accomplishments**

Operated by Job Council of the Ozarks, Project PLACE (Project for Learning and Career Education) is an alternative education program for high school dropouts. It is designed to provide centralized services to meet the academic, employment, training, and counseling needs of high school dropouts, with an emphasis on teen mothers. The program consists of GED preparation classes, supervised work experience and personal/career planning assistance. In PY'89, 84% of students tested received their GED and 26% of project graduates plan further education.

## *Outstanding Customized Training Program*

### **Winner**

Western Missouri Private  
Industry Council, Inc.,  
SDA 4

### **Accomplishments**

During PY'89, the Western Missouri Private Industry Council provided customized training to more than 1299 employees through OJT. By linking the services of the Western Missouri PIC, the State Fair Community College and the West Central Missouri Community Action Agency, a unified system provides customized training to employers in the area.

## *Governor's Special Award for Outstanding Contributions to "At-Risk" Youth*

### **Winner**

Project YES, SDA 14:  
St. Charles County  
Government Office of  
Employment and Training  
Programs; St. Charles  
Community College; Lewis  
and Clark Area Vo-Tech  
School

### **Accomplishments**

Lewis and Clark Area Vo-Tech School operates the Project YES program housed at St. Charles Community College. The St. Charles County Government Office of Employment and Training Programs provides eligibility determination and Job Club as part of the curriculum. Project YES has successfully operated a dropout prevention program with the cooperation of the five school districts within St. Charles County. This project successfully coordinates the various agencies and provides an alternative high school program for youth at risk of dropping out of school.



# GOVERNOR'S AWARDS

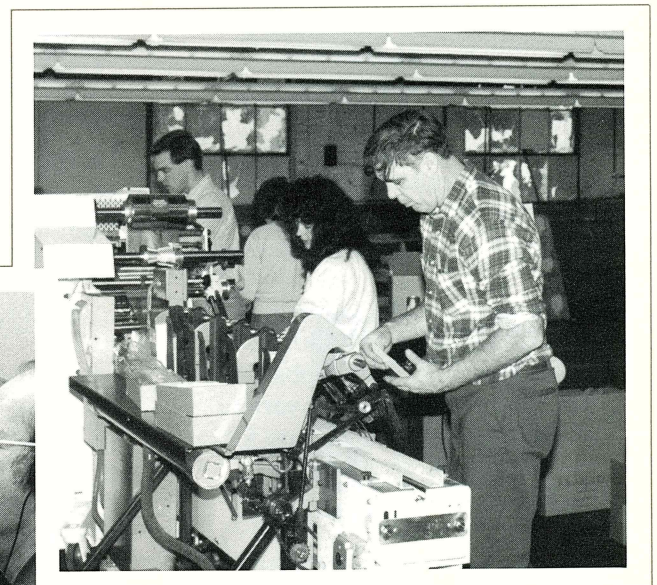
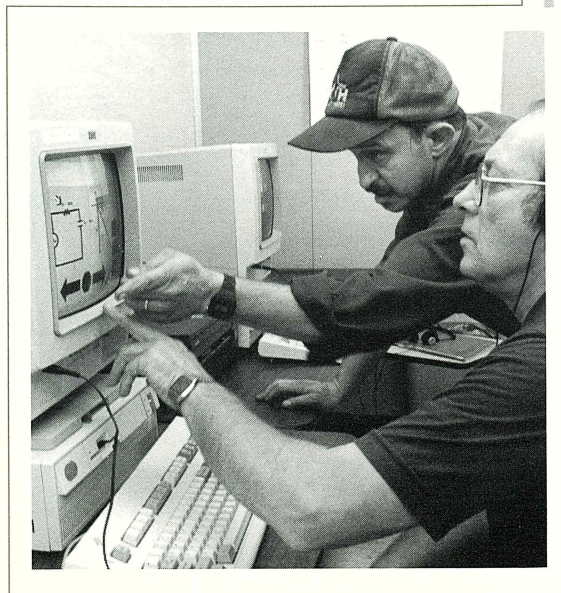
## *Governor's Special Award for Outstanding Contributions to Employment of the Handicapped*

### **Winner**

Project Cape, SDA 11

### **Accomplishments**

"Project Cape", based at Southeast Missouri State University in Cape Girardeau, has operated a unique Title II-B Summer Youth Program since 1986 designed for the mentally and physically handicapped. The University provides a work environment to the handicapped clientele using the concept of job coaches, who provide an extra layer of supervision and help the clientele learn a job in small components. "Project Cape" has demonstrated to area employers that the work environment can profit from this trained clientele.





# MJTCC SUMMARY AND RECOMMENDATIONS



## *Missouri Job Training Coordinating Council, Program Year 1989*

### **Activities Summary/ Recommendations/Action**

A number of significant programs, plans and events were initiated by the Missouri Job Training Coordinating Council (MJTCC) through its job training and policy advisory roles including:

- Sponsorship of the Governor's Annual Employment and Training Conference, "Jobs for the Future", featuring a variety of speakers and workshops for the benefit of over 800 participants;
- Completion of the review and comment of the Job Opportunities and Basic Skill (JOBS) Training Program State Plan which led to the phasing in of the FUTURES program beginning July 1, 1990;

- Development of a Strategic Plan which will become operational in the next two program years.

### **Coordinated Service Delivery/Action**

The Council initiated these actions through JDT:

1. Required, through the Governor's Coordination and Special Services Plan for Program Year 1988 and Program Year 1989, that PICs, through their local SDAs, improve inter-agency coordination by:
  - developing and implementing an outreach, intake, assessment and referral plan by July 1, 1990;
  - developing and implementing an employer marketing plan by July 1, 1990; and
  - developing and implementing an education linkage plan by February 15, 1989.
2. Provided technical assistance through JDT for SDAs in their implementation of the required coordination plans.

3. Directed the provision of continued technical assistance and oversight of the implementation of these plans and policies during PY'89.

4. Endorsed job training-related legislation introduced in the 1989 Missouri General Assembly:

- Establishing the Missouri Training and Employment Council (MTEC). The Senate Committee passed the measure, but it did not receive formal floor debate;
- Establishing a Missouri Youth Service and Conservation Corps Act to provide educational remediation, employability skills training and work experience through conservation, community service and volunteer projects. Projects are designed to provide training experiences while simultaneously employing youth in community service. This Act became effective August 28, 1990.



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## Business

### *Chair*

Terrence R. Ward  
Assistant to the Chairman  
H & R Block

### *Vice-Chair*

Jan C. Tupper  
Senior Project Director  
Allgeier, Martin & Associates, Inc.

Garland G. Barton  
Industrial Relations Manager  
Southwest Mobile Systems

Milton J. Bischof, Jr.  
Executive Vice-President  
Russell & Axon, Inc.

Barbara Carroll  
Secretary-Treasurer  
Pipe Fabricators, Inc.

Bill House, Jr.  
President  
House Construction Co., Inc.

Mike Johnson  
Owner  
Mike Johnson Real Estate

Mysie Keene  
Realtor Associate  
Blanchard Realty Co.

Janice C. Schuerman  
Vice-President of Corporate and Member  
Services  
MFA, Inc.

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## Local Government

Betty Gregoire  
Assessor  
Platte County

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## General Public

Randy Best  
Kahoka, Missouri

Dennis G. Coleman  
St. Louis County Economic Council

Dr. Burl Self  
Southwest MO State University

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## General Assembly

The Honorable John F. Bass  
Missouri Senator

The Honorable Bob Griffin  
Speaker of the House

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## Local Education

Dr. Robert Bennett Chapman  
Director of Adult Education  
Rolla Area Vo-Tech School

Dr. Marvin Fielding  
President  
State Fair Community College

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## Community-Based Organizations

George Eberle, Jr.  
President  
Grace Hill

Doris J. Jones  
Vice-President of Community Programs  
Urban League of Metropolitan St. Louis

Dr. William J. Mann  
Board of Directors Vice President  
Literacy Investment for Tomorrow -  
Missouri

John Walker  
Advisory Board Member  
Urban League of Greater Kansas City

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## Labor

George P. Clark  
Representative  
St. Louis Carpenters District Council  
Local Union 1310

Ollie W. Langhorst  
Representative  
St. Louis Carpenters District 1596

Daniel J. "Duke" McVey  
President  
Missouri State Labor Council

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## State Agencies

Dr. Robert E. Bartman  
Commissioner of Education  
Department of Elementary and Secondary  
Education

Carl M. Koupal, Jr.  
Director  
Department of Economic Development

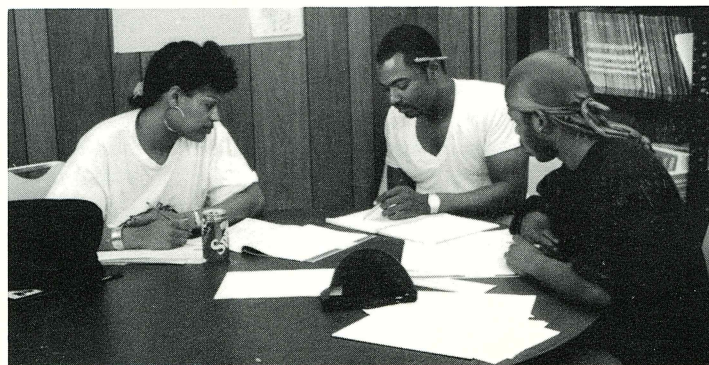
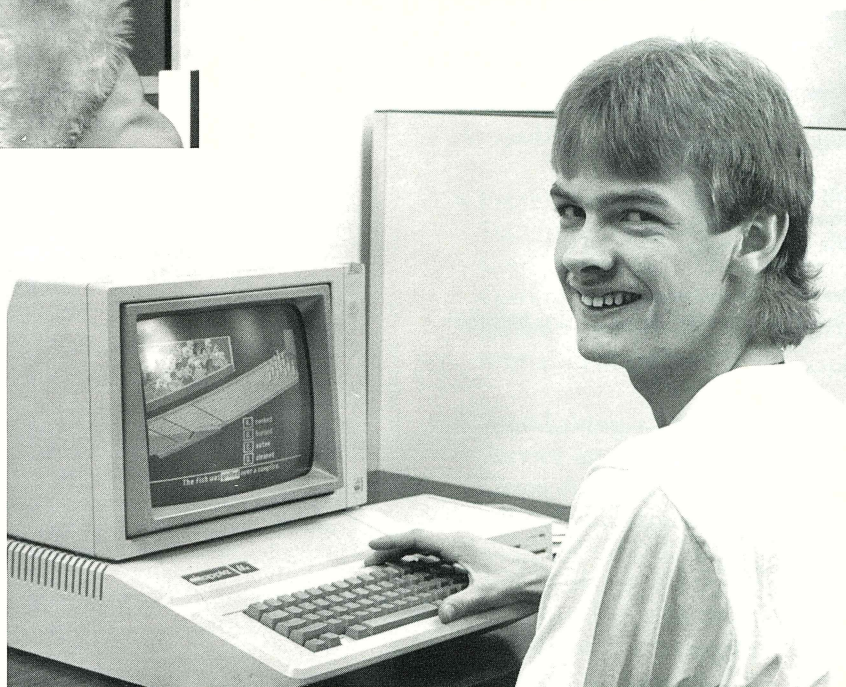
Gary J. Stangler  
Director  
Department of Social Services

Donna M. White  
Director  
Department of Labor and Industrial  
Relations





# 1989 PICTORIAL REVIEW OF JTPA IN MISSOURI





Produced by  
The Missouri Division of Job Development and Training  
221 Metro Drive  
Jefferson City, MO 65109